

Marine Light Attack Helicopter Squadron 167

Equal Opportunity, Hazing, and Sexual Harassment Policy

Honor, Courage and Commitment are the bedrock to what our Marine Corps holds true. As such, **all** forms of discrimination, whether racism, hazing, or sexual harassment are squarely at odds with our core values, undermine morale, decrease our combat readiness, are contrary to good order and discipline, and prevent fellow Warriors from achieving their full potential.

Maintaining the dignity of every Warrior is the requirement. It is a breach of integrity for any leader to condone or ignore sexual harassment/discrimination or for any Warrior to knowingly file a false accusation. Should you witness any form of discrimination, it is your moral obligation and duty as a Marine to stand up and challenge those that would engage in such cowardly activities.

I do NOT tolerate discrimination of any kind and hazing has no place in a professional unit. I demand leaders at every level to guarantee fair, firm treatment and equal opportunity for every Warrior while basing unbiased merit on performance, discipline, ability and potential. Report such negative behavior immediately to your chain of command. To that end, I will handle any charge immediately and appropriately. Our drumbeats remain:

Treat others the way you want to be treated. Warriors treat each other fairly and honestly, based on demonstrated ability, initiative, discipline, and moral courage. Hazing is clearly in direct contrast of this tenant and those participating or tolerating such activity shall be held accountable.

Leave it better than you found it. As Warriors, we take care of each other, just as a family does, never intentionally causing mental or physical harm. Instead, we will foster an environment where every Warrior has the opportunity to be successful and achieve job satisfaction. My intent is to have a command climate and work environment free from prejudice by fostering an atmosphere where all family members can develop personally and professionally.

Do the right thing, always. I require each of you to live our core values and remedy situations running counter to my intent. First, confront the individual violating this policy. If this does not stop the behavior, report it up the chain of command, or to our Uniform Victim Advocate, or to our Equal Opportunity Representative. I am responsible for all this unit does or fails to do. If you feel the other avenues are anything but responsive, then request mast and your issue will be acted on by me.



S. J. Hughes
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Commanding Officer